



# Missouri Job Development Fund



**Fiscal Year 2012  
Annual Report**

# Training Matters

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**ABC Laboratories**

functions such as Metrology (ensuring the suitability of measurement instruments, their calibration and quality control of measurements) and Maintenance such as Heating Ventilation Air Conditioning (HVAC) systems which represents one of the most critical utilities in the biopharmaceutical industry."

Tracy Fetters, Training Coordinator  
ABC Laboratories, Inc.  
Columbia, Missouri

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*"The funding has allowed our company to train on laboratory skills, equipment and processes unique to ABC.*

*In addition we have been able to provide training in support*

# Missouri Customized Training Program

The Missouri Job Development Fund is the funding source for the Missouri Customized Training Program, which is operated by the Department of Economic Development (DED).

- The Missouri Customized Training Program provides direct assistance to Missouri businesses for the training and retraining of new and existing employees.
- This flexible program assists businesses large and small, in urban and rural areas, to meet their individualized training needs.
- A highly-trained workforce is critical to keeping our existing businesses competitive and making our workforce more attractive to companies considering locating or expanding in Missouri.



## Top 5 Reasons Companies Requested Training

- » Quality Improvement
- » Productivity Improvement
- » Implementation of New Technology
- » Introduction of New Product or Process
- » Reduction of Waste

# Competitive

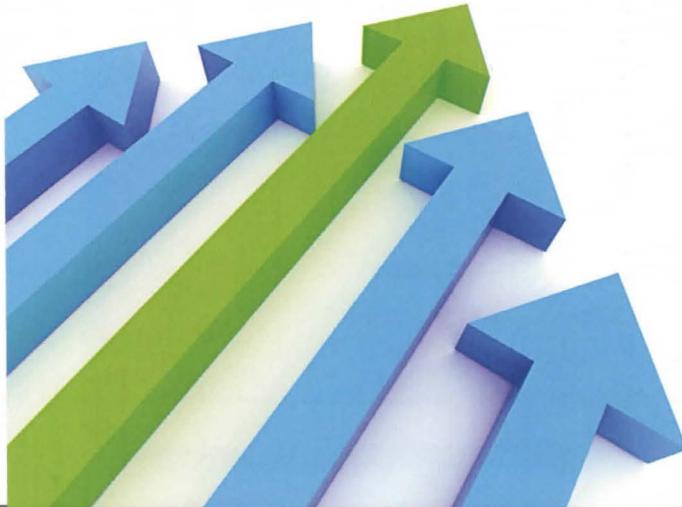
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*"We were able to use additional funding to develop a new four-week composite training program to supplement our 10-week pre-employment training program for new hires.*

*The training program is now extended from 10 to 14 weeks due to the funding and new hires are even more prepared than the year before."*

Dave Norwood  
Skill Trades Manager  
The Boeing Company  
St. Louis, Missouri

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## Importance of a Skilled Workforce

- Availability of a **skilled workforce** is identified as one of the top factors influencing **business recruitment and expansion**.
- 2011 Corporate Survey in Area Development Magazine: 88% ranked availability of a skilled workforce as “important” or “very important” in site selection decisions.

## Missouri Customized Training Program



The Customized Training Program is the most flexible and popular of Missouri's workforce training programs and is a critical tool in our state's economic development efforts to create and retain jobs for Missourians.

- Because the program provides grant funds directly to companies, they can define how to best meet their individual training needs to be successful and competitive.
- Grant funding can support training for workers in new jobs, but it is primarily used to upgrade the skills of existing workers at existing businesses, making it one of our primary tools to retain jobs at existing companies.

# Relevant

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*"The Missouri Customized Training Program (MCTP) allowed ABB to bring a Programmable Logic Controller (PLC) trainer to our facility and train our technicians on equipment and applications relevant to our product line.*



*Training at our facility allowed for realistic training and unique troubleshooting discussions. It also allowed the training to occur in a time frame that worked well with our employee schedules. This training has improved the PLC knowledge and skills of our technicians and enabled them to improve equipment programming and resolve technical problems faster for reduced equipment downtime"*

**Matt Boyle, HR Business Partner  
ABB Inc., Power Products  
Jefferson City, Missouri**

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# Delivery to meet changing needs

A statewide network of Local Educational Agencies (LEAs) assists companies in utilizing Missouri Customized Training Program funds. This network is composed of community colleges and area career and technical schools. (See back cover for map)

LEAs work closely with employers to define each company's unique training needs and the best resources for effective delivery.

LEAs are important partners! They not only serve as the local project administrators, but they are also equipped to provide a variety of specialized training to meet the demands of today's constantly-changing business environment.

Training may take place in a classroom setting, at the company's facility or at LEA skill and training centers.



**Since its inception in 1987,  
the Missouri Customized Training Program  
has assisted  
5,018 Missouri companies  
to train 573,168 Missouri workers.**

# Beneficial

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*"With the additional funding we received from the Customized Training program, we have been able to stay in sync with technology!"*

*We have been able to customize an in-house training curriculum for our skilled-trades workforce that is specific to the next generation of controls (PLCs) we are receiving with our new product. The development of new, additional internal trainers will significantly enhance our ability to train our workforce. This has been a huge benefit."*

**Diane Torey O'Dell, Training Coordinator  
Ford Motor Company Kansas City Assembly Plant  
Kansas City, Missouri**

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**Annual demand for Missouri  
Customized Training funds  
far exceeds the available funding.**

**\$50 million**

The demand for training funds from  
Missouri companies annually.

# Opportunity

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*"We have been able to utilize the training funds in many ways throughout our organization. The funding has allowed us to remain competitive while adding additional employees and positions within the company.*

*The funding we have received has given our employees the opportunity to obtain additional training required to convert our current manufacturing processes to advanced manufacturing processes."*

Wendy Nye, Human Resource Manager  
Meramec Electrical Products Co., Inc.  
Cuba, Missouri



**Customized Training is a sound investment  
because it helps Missouri workers  
increase their skills and economic opportunities.**

## Missouri Customized Training Program FY11 vs. FY12

	FY 2011	FY 2012
Missouri Customized Training Funds	\$9.5 Million	<b>*\$14.5 Million</b>
Number of training projects reviewed	424	<b>384</b>
Number of companies funded	321	<b>325</b>
Number of multi-company consortia funded	10	<b>8</b>
Average award, by project	\$27,190	<b>\$42,042</b>
Number of trainees	31,994	<b>37,693</b>
Average statewide trainee hourly wage	\$20.31	<b>\$20.73</b>
Capital investment by participating companies	\$1,252,972,802	<b>\$1,444,084,641</b>

\*Includes \$9.5 million appropriation plus a non-recurring \$5 million grant by the Missouri Development Finance Board (MDFB) in FY2012.

**The additional \$5 million in FY2012 resulted in:**

**+15% increase  
in Capital Investment of funded Companies  
FY2011 = \$1.25M vs. FY2012 = \$1.44M**

**+17% increase  
in Number of Workers Trained  
FY2011 = 31,994 vs. FY2012 = 37,693**

**+54% increase  
in Average Company Award  
FY2011 = \$27,190 vs. FY2012 = \$42,042**

# Investment

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*"Trinity Products, Inc. practices an open-book style of management. Partnering with the Division of Workforce Development has allowed Trinity to further expand upon the types of training offered to our employees. We have employees who are engaged and interested in not only their individual position but about the company as a whole. Engaged employees make for a much healthier company."*

Bryan Davis, Sales Manager  
Trinity Products, Inc.  
O'Fallon, Missouri



Trinity Products, Inc.

## 1-1

**Companies who value employee training, match the state's investment dollar-to-dollar.**

Companies apply annually to the Department of Economic Development, Division of Workforce Development for funding to offset the cost of their specific training needs.

Training grants are awarded based on available funding, eligible training needs, and the amount of capital investment or jobs created. The company is required to "match" the state award through its own investment in training costs.



# Customized Training Companies FY12

## Central Region

3M (Columbia)  
AAF International  
ABB, Inc. (Jefferson City)  
ABC Labs  
ALPLA, Inc. (Jefferson City)  
Bob Monnig Industries, Inc.  
Burger's Smokehouse  
Caterpillar, Inc.  
Central Electric Manufacturing Company  
Command Web  
DeLong's, Inc.  
Diamond Pet Foods  
Gates Corporation  
IBM Corporation (Columbia)  
IBM Corporation (Jefferson City)  
Johnson Controls Inc.  
Kingsford Manufacturing  
Kraft Foods, Inc. (Columbia)  
Modine Manufacturing Co. (Jefferson City)  
Osage Industries, Inc.  
Otscon, Inc.  
Phoenix Manufacturing, Inc.  
Pro Food Systems, Inc.  
Quaker Oats

Quaker Windows  
Quality Custom Molding  
RR Donnelley (Jefferson City)  
Sinclair Group, Inc.  
Spartan Light Metal Products (Mexico)  
The Ovid Bell Press  
Unilever USA  
Watlow Electric Mfg. Co. (Columbia)

## Kansas City Metropolitan Area

A. Zahner Company  
American Italian Pasta Company  
ATK Small Caliber Systems  
Billy Goat Industries, Inc.  
Blount International, Inc.  
Brunson Instrument Company  
Burger & Brown Engineering, Inc.  
Central Power Systems & Services, Inc.  
Centralized Supply Chain Services, LLC  
Champion Brands, LLC  
Clay & Bailey Manufacturing Company  
DIT-MCO International Corporation  
Duke Manufacturing Company  
EnerSys, Inc.  
Ford Motor Company  
Gardner-Denver, Inc.

# Customized Training Companies FY12

## Kansas City Metropolitan Area (continued)

General Mills  
Holland 1916, Inc.  
Honeywell Federal Mfg. & Technologies, LLC  
I & M Machine & Fabrication Corporation  
Ideal Tool and Manufacturing Company  
Inter-State Studio & Publishing Company  
JE Dunn Construction Company  
Lifetouch Services, Inc.  
Magna Seating  
Maxi-Seal Harness Systems, Inc.  
Midwest Metalcraft and Equipment  
PAS Technologies, Inc.  
Peterson Manufacturing Company  
Phoenix Manufacturing, Inc.  
Plastic Enterprises Company, Inc.  
Posty Cards, Inc.  
Pride Manufacturing Company, Inc.  
Prier Products, Inc.  
Pro-Con, Inc.  
R & D Tool and Engineering Company  
Sara Lee Foods  
SCD Probiotics  
Schreiber Foods, Inc. - Capri  
Schreiber Foods, Inc. - Clearfield

Schreiber Foods, Inc. - DDN  
State Fair Training Consortium  
Tracker Marine (Clinton)  
Waterloo Industries  
WireCo WorldGroup (Carrollton)  
WireCo WorldGroup (Sedalia)  
WireCo WorldGroup (St. Joseph)

## Northeast Region

Ardent Outdoors, Inc.  
Buckhorn Rubber Products, Inc.  
Cerro Flow Products, LLC  
ConAgra Foods (Macon)  
Consolidated Machine & Welding  
Continental Cement Company, LLC  
Daffron & Associates  
Economy Products Company  
General Mills Operations, LLC  
Kraft Foods, Inc. (Kirksville)  
Lakeside Casting Solutions  
Mid-Am Building Supply, Inc.  
Moberly Area Employers Training  
Consortium  
Onshore Technology Services  
POET Biorefining  
Press Journal Printing Company

Spartan Light Metal Products (Hannibal)

UTi

WireCo WorldGroup (Kirksville)

### **Northwest Region**

CMC Maryville, LLC

ConAgra Foods (Trenton)

Donaldson Company, Inc.

Houston Poly Tank

Kawasaki Motors Mfg. Corp., USA

Landmark Manufacturing Corporation

Midwest Data Center, Inc

MidWest Quality Gloves, Inc.

Modine Manufacturing Co. (Trenton)

Sonoco Plastics

WireCo WorldGroup (Chillicothe)

### **South Central Region**

Armstrong World Industries, Inc.

Brewer's Ice Company

Cohen Architectural Woodworking, LLC

Independent Stave Company

Jahabow Industries

Meramec Electrical Products Co., Inc.

Quality Tool

RBC Manufacturing (West Plains)

Regal Beloit Corporation (Lebanon)

RR Donnelley (Owensville)

Salem Wood Products

Scroll Compressors, LLC

Tacony Manufacturing

Tracker Marine - Boat (Lebanon)

Tracker Marine - Plastics (Lebanon)

### **Southeast Region**

Alan Wire Company

American Railcar Industries

Benee's Inc.

Bootheel Regional Training Group

Botkin Lumber Company, Inc.

Briggs & Stratton Corporation

Centene Corporation

Eric Scott Leathers, LTD

Faurecia Emission Control Technologies

Gates Corporation

Havco Wood Products LLC

Heart of the Ozarks Training Consortium

Leggett & Platt, Inc.

Mineral Area Training Consortium

Mississippi Lime Company

Nordenia USA

Nordyne, LLC

Perryville/Ste. Genevieve Training Group

# Customized Training Companies FY12

## Southeast Region (continued)

Poplar Bluff Training Group  
Procter & Gamble Paper Products  
Rubbermaid  
Sabreliner Corporation  
Schaefer's Electrical Enclosures, Inc.  
SEMO Milling, LLC  
SEMO Regional Industrial Training Group Consortium  
Starting USA  
Tetra Pak Materials LP  
TG Missouri Corporation  
Unilever Ice Cream North America  
Windsor Foods LP

## Southwest Region

3M Company (Springfield)  
3M Company (Nevada)  
American Dehydrated Foods  
Arning Companies, Inc.  
Carlisle Engineering Trans. Solutions, Inc.  
CertainTeed Corporation  
Cliffstar LLC  
CNH Reman, LLC  
Custom Powder Systems, LLC  
Diesel Exchange

Duck Creek Technologies, Inc.  
Dynatek Delta Scientific Instruments  
Hampshire Pet Products  
International Dehydrated Foods, Inc.  
Jack Henry & Associates (Monett)  
Jack Henry & Associates (Springfield)  
Jarden Consumer Solutions  
John Deere Reman  
K & S Wire Products, Inc.  
Leggett & Platt (Branch 1)  
McGregor Manufacturing  
Mid America Precision Products  
Midcon Cables Company, LLC  
Miracle Recreation Equipment Company  
MSW, Inc.  
NewStream Enterprises, LLC  
Ozarks Coca Cola / Dr. Pepper Bottling Co.  
Paul Mueller Company  
Pennington Seed  
Polar Tank  
Regal Beloit Corp. (Springfield)  
Rock Tenn Converting Company  
Schreiber Foods, Inc. - Fairview  
Siemens Energy, Inc.  
Southern Missouri Containers

SRC Electrical	CADCO Program & Machine
SRC Heavy Duty	Cardinal Health
SRC Power Systems	Cardinal Health 110
Stainless Technology	CG Power Systems USA, Inc.
The Milnot Company	Client Services, Inc.
Thorco Industries, LLC	CMS, Inc.
Tracker Marine (Ozark)	Code 3, Inc.
Watts Radiant	Companion Baking Company, Inc.
<b>St. Louis Metropolitan Area</b>	
ABB, Inc. (St. Louis)	Component Bar Products
ALPLA, Inc. (St. Peters)	ConAgra (St. Louis)
American Railcar Industries, Inc.	Corbitt Manufacturing Plant
Anheuser-Busch Companies, Inc.	Cott Beverages USA
ARGO Products Company	Craftsman Industries, Inc.
Automation Service	Cutting Edge Optronics
Baldor Electric	Daddy Ray's
Bastian Material Handling	Data 2
bioMerieux Inc.	Distribution Management, Inc.
Bodine Aluminum, Inc. (Troy)	DRS Marlo Coil
Bodine Aluminum, Inc. (St. Louis)	Elite Tool, LLC
Boeing Integrated Defense Systems	Eltek International Laboratories
Bohn and Dawson, Inc.	EMD Millipore
Boomerang Tube, LLC	EPC, Inc.
Bramko Tool & Engineering, Inc.	Esselte Corporation
C.L. Smith	Essex Industries, Inc.
	Essex Industries, Inc. - MFG

# Customized Training Companies FY12

## St. Louis Metropolitan Area (continued)

Frick's Quality Meats, Inc.

Furniture Brands International, Inc.

GKN Aerospace North America, Inc.

GlaxoSmithKline

Global Products, Inc.

GSI-Engine Management Group

H&M Machine Service

Hermann Oak Leather

Herndon Products, Inc.

Hubbell Killark Electric

Hussmann Corporation

Hy-C Company, Inc.

Hydromat, Inc.

IBM Corporation (St. Louis)

Innoventor, Inc.

Intelligrated Systems, Inc.

J&S Tool, Inc.

Jost Chemical Company

Keller Laboratories

Kemco Aerospace Manufacturing

Koller-Craft Plastics

Lapoint Blasé Industries

Lear Corporation

Leonard's Metal, Inc.

Livingston Tool & Manufacturing Co.

Lloyd Industries, Inc.

LMC Industries, Inc.

Lunar Tool, LLC

Masterchem Industries, LLC

MEMC Electronic Materials, Inc.

Midwest Aviation Center

Mimir Flexo Printing

MOST, Inc.

Mycroft, Inc.

National Cart Company

National Sales Company

Natoli Engineering Company

Neeco-Tron, Inc.

New Florence Wood Products

Newco Enterprises, Inc.

Nike IHM, Inc.

Nomax, Inc

OBCorp, LLC

O'Fallon Casting

Pace Industries, Inc, Patterson Division

Packaging Concepts, Inc.

Patriot Machine, Inc.

Paulo Products Company

PM Resources, Inc.

Porta King Building Systems	The Gund Company
Precise Mold & Engineering	The Henkel Company
Prism Medical Services USA	The International Companies
Procter & Gamble Manufacturing Co.	The Newberry Group
R. K. Stratman	Titanova, Inc.
Rawlings Sporting Goods Company	TLD Concepts
Reckitt Benckiser	Tool Specialties Company
Roto Die Company	TransChemical, Inc.
Rug Doctor	Trinity Products, Inc.
Rx Systems, Inc.	Universal Galvanizing
Seiler Instrument & Mfg. Co., Inc.	US Tape & Label
Sigma-Aldrich Corporation	Vandeventer Machine Works
SLP Lighting Center	Vi-Jon, Inc
Solae	VSM Abrasives
Southtowne Machining, Inc.	Wainwright Industries, Inc.
Sportsprint, Inc.	Watlow (St. Louis)
St. Louis Metallizing	WB Industries
Standard Machine & Manufacturing	Wermke Spring Manufacturing Company
StellarRAD Systems, LLC	Williams Patent Crusher & Pulverizer Co., Inc.
StingRay Manufacturing	Woodbridge Corporation
Sunnen Products	Zoltek Corporation
SyMyCo, Inc	
Talisen Technologies, Inc.	
TelGaAs, Inc.	
The Beckwood Corporation	

## For more information on the Missouri Customized Training Program:

Contact the Industry Training Section at the Division of Workforce Development (see below)

OR one of the Local Educational Agencies (LEAs) shown on map.

For complete LEA contact information, go to: <http://jobs.mo.gov/employer/MCTP-LEAS>



**MISSOURI**  
Department of Economic Development

## Missouri Job Development Fund

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Division Of Workforce Development

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